

REPORT OF THE
INSA - SDC

WORKSHOP ON

"AIDS AND THE WORKPLACE"

30th Aug - 3rd Sep 1993.
Bangalore.

OK 117



REPORT

of the

CITY HEALTH CELL



30th August - 3rd September 1993

at

Bangalore, Karnataka, India



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INTRODUCTION:

In June 1993, Dr. Raphael Baltes, the Consultant on AIDS for Swiss Development Cooperation approached INSA/India to organise a Workshop on HIV/AIDS for participants from SDC funded Training Centres in Bangalore and Mysore. This Workshop was aimed at training a selected peer group who on returning would educate the others in their organisation. It was later agreed during the Workshop that those trained would at least pass on the AIDS prevention messages to their friends and those in their sections when they returned.

The Workshop was planned from August 30th to September 3rd 1993. It was attended by 17 participants from five organisations plus resource persons and organisers. The venue for the Workshop was Hotel Harsha which is centrally located and easy to reach by all.

In June 1993, Dr. Raphael Baltes had contacted five Training Centres funded by SDC and discussed with the managements about the need for training some of their staff to be peer-group educators for HIV/AIDS Prevention. He had approached the managements at Nettur Electronic Centre (NEC), International School of Milling Technology (ISMT), Nettur Technical Training Foundation (NTTF), Centre for Electronic Design and Technology (CEDT), and the International Centre for Training and Research in Tropical Sericulture (ICTRETS). After detailed discussions staff were selected for the Workshop and they signed an agreement to attend the Workshop.

A copy of this agreement and the list of participants at the Workshop have been given as Appendix 1 & 2.

OBJECTIVES:

1. To enable participants to act as peer group educators.

- a. To train participants to be able to talk about sexuality.

- b. To enable participants to transmit accurate basic knowledge on HIV/AIDS.

METHODOLOGY :

The participatory approach of sharing and learning was used throughout the Workshop. However, a couple of sessions were also done with a formal approach. Games, role-plays, demonstrations and group discussions were other methods used to enhance learning. Audio visual aids used during the Workshop included posters, slides, transparencies for Over Head Projector (OHP), black board, flip charts, and films. Pre and Post test evaluations helped to assess the knowledge levels of participants, plus daily evaluations using the "Fish-bowl" technique helped participants to freely discuss presentations and contents of the Workshop and, the organisers and resource persons to adapt/add further material as inputs if needed.

THE PROGRAMME:

The programme was designed using various methods to help participants interact, discuss and shed their inhibitions on sexuality and be able to talk and learn about the Cause, Spread and Prevention of HIV/AIDS. This was achieved through :

- novel methods of introductions which helped participants get to know each other and review the objectives of the Workshop.
- Group activities and discussions which were focused to enable participants talk about sexuality.
- learning with role-plays.
- learning the Cause, Spread and Prevention of HIV/AIDS. This was discussed at length and the need for skilled counselling for infected persons and their relatives.

- knowing about the role of Non Governmental Organisations (NGO's) in HIV/AIDS prevention programmes in Bangalore.
- knowing about the role of NACO and the Karnataka AIDS Cell. A visit to the AIDS Cell and discussing with Dr. Chandrashekar Nayak, Deputy Joint Director helped clear some of the doubts.
- with participants looking at the economical factors relating to the cost of AIDS on the budgets of developed and developing countries.
- learning how condoms should be used.
- films such as Karate Kid, The Scourge and Positively Women were screened to provide a platform for discussions and learning.
- a pack of reading and reference material given along with a copy of the film "Positively Women" to each participant.
- evaluations conducted every day to know whether participants needs were being met.
- plans were developed and discussed by each group of participants on what would be done on their return.
- developing a solidarity statement.

WORKSHOP RESULTS :

1. All participants felt that they had indeed gained a great deal of information and knowledge on HIV/AIDS its cause, spread and prevention.
2. At the Workshop participants were able to shed their inhibitions and speak about sexuality in small groups and also in the large group. However, some of them felt that while this was possible in a Workshop setting it would not be possible for them to use terms used during discussions when they returned. This should be attributed to cultural norms and values which cannot be removed in a day.

3. Participants were able to understand the need for proper use of condoms and disposal of condoms.
4. Participants lost much of their fear of AIDS after the classes and the films.
5. Plans were developed for peer group education on their return.
6. A solidarity statement was developed by the group which is to be signed by each of the managements.
7. Some participants felt the need to go in for a course in developing counselling techniques especially for HIV/AIDS persons at one of the recognised centres.
8. Participants felt the need to involve INSA/India and the State Cell in implementing their programmes.
9. An unusual feature of this Workshop was the number of women participants.

DAY-WISE

REPORT

IN

DETAIL

MONDAY AUGUST 30th 1993

OPENING CEREMONY:

The opening ceremony was preceeded by lunch, after which Mr. Urs. Heilerli, Director of Swiss Development Cooperation inaugurated the Workshop with a short but pertinent speech which highlighted the need for the peer group Workshop. He also welcomed Dr. Raphael Baltes and Mr. Jacques Martin from SDC, Switzerland and welcomed the participants. Sujatha de Magry, Programme Director who chaired this session also welcomed the participants and resource persons on behalf of INSA/India. Dr. Baltes and Mr. Martin spoke individually on why they felt such a Workshop was needed and its importance. Dr. Shankar Chowdhury also spoke on his role with NGO AIDS Cell and the role of the Government towards AIDS Prevention through the newly formed NACO.

After this the Workshop was formally opened and the first session was the introduction of each person who was attending the Workshop. However, this session was delayed by 1½ hours because of the 17 participants who had registered only 7 participants had arrived. All those absent were from the Training Centres located in Bangalore which made it possible to contact them by phone and remind them. This helped in bringing in eight more persons by 3.30 p.m after which Dr. Baltes explained the method for introductions.

INTRODUCTIONS:

Each participant was given a large sheet a paper and asked to state the following

- a) their name
- b) the organisation they came from
- c) their designation
- d) the name they want to be called by during the Workshop
- e) a fear they want to communicate
- f) to draw a picture they fancy

After this the participants sat in a circle and individually presented their sheet of paper and explained why they selected and drew the particular picture. After this the sheets were displayed on the soft boards provided. By the end of this exercise participants felt relaxed and a common bond was already being formed.

OBJECTIVES:

The objectives of the Workshop were discussed and participants asked to add or delete what they wished to include or remove. Since all agreed on the objectives of the Workshop no changes were made. These objectives were written in bold letters and pasted on the wall where it remained as a constant reminder of Workshop's direction during the week.

Dr. Baltes then outlined the envisaged programme for a year and explained Dr. Chowdhury's role with follow-up visits to each of the institutions represented. He also assured the participants that all the Workshop proceedings would be kept confidential.

CHANGES IN SCHEDULES:

All participants felt that it would be more convenient if the Workshop sessions were timed from 9.30 a.m to 5 p.m. Instead of from 9 to 5 p.m. Participants adjusted the half hour lost by cutting short the mid-morning tea and lunch breaks by 15 minutes each.

EVALUATION OF 1ST DAY BY PARTICIPANTS:

From an administrative point of view participants felt :

- a) it was poorly organised since confirmation from local participants was not sought.
(This was not true as all local participants had confirmed in advance - also the confirmation had been sent to INSA/India by the participants through the Registration forms.)

b) telephone number of the Organisers was not on their letter head.

c) 4 participants did not know the objectives of the Workshop.

(During Dr. Baltes' visit in June he had met the directors at each of their centres and discussed in detail with them and the selected persons and their directors signed the agreement forms. Secondly INSA/India had sent the same letter to all participants informing them of the Workshop and its purpose.)

d) participants were unable to reach on time because of transport problems.

e) there was confusion about who will bear participants' travel expenses - especially those coming from Bangalore.

(Both these points had been discussed by Dr. Baltes with the directors of each centre and sorted out).

Review of 1st day's proceedings:

- All participants felt the sessions were very good, frank and open.
- The method used for introduction was novel and good.
- There was no problem in understanding a foreign accent.

Suggestions:

- All to maintain punctuality
- Shorten tea and lunch breaks by 15 minutes each, in order to close at 5 p.m
- Chairs to be placed on the other side of the tables.
- If organisers could arrange transport for all. - (this was not possible.)

Group discussion presented by Mr. Sourav Kumar

TUESDAY AUGUST 31ST, 1993

SEXUALITY

The day started with a game for practising each ones name. This was done with participants sitting in a circle and passing a ball to each other while repeating their names. After about 10 minutes of this the sessions on sexuality began.

OBJECTIVE : The objective for this day was "to be able to talk about sexuality".

SEXUALITY

Participants were divided into 3 groups as follows :

- a) all women
- b) all men
- c) men and women (mixed group)

FIRST SESSION

Each group was asked to write on a large sheet of paper a proper definition to describe sexuality in English. Each group then presented their sheet of paper with the definition.

This session was done by Sujatha de Magry. Dr. Baltes aptly summed it up by saying there is no language to express sexuality or sex.

SECOND SESSION

This session was presented by Dr. Shankar Chowdhury. The participants were divided into the same three groups as before and asked to present common words used for

- a) male and female sex organs
- b) different sexual orientation
- c) terms used for sexual intercourse

The participants felt uninhibited while going through this session. Dr. Chowdhury concluded the session by saying that in Indian languages it is difficult to find proper words for some of the sexual practices.

THIRD SESSION

This was done by Dr. Baltes and was based on "value systems". Each person was given a card with a sexual behaviour which they had to grade as acceptable or not or inbetween both and explain why they graded it thus. In this exercise Dr. Baltes had the group thinking about each value judgement one made. It was obvious that in many cases there could not be a right or wrong.

During the lunch break the movie "Positively Women" was shown. This was followed by a short discussion before the group evaluated the day's sessions.

EVALUATION :

Altogether there were three presentations with exercises. It was felt that the exercises were a successful way of enabling the participants to shed their inhibitions. As a result they were able to actively participate. Some participants felt that the 3rd day's programme could have been presented on the 2nd day.

The majority felt that the ground had been prepared for the most important session the next day. After a good debate it was agreed that participants could now speak to their families about AIDS. The participants also felt confident to talk about sex without inhibitions - this was the aim of this day's session.

Group discussion presented by Mr. Ch. S.N. Raju.

WEDNESDAY SEPTEMBER 1ST, 1993

CAUSE, SPREAD AND PREVENTION OF HIV/AIDS

The first session was by Edwina Pereira who presented the facts about HIV/AIDS. Ways of transmission and prevention was done by Dr. Baltes and need for counselling and testing was done by Shankar Chowdhury.

"ORGANISATION OF THE FIGHT AGAINST HIV/AIDS"

Participants were given an outline of what was being done by WHO/GPA and other NGOs. While Dr. Baltes and Dr. Chowdhury dealt with the first two, Dr. Carlos Welch, Director of Mana Vikas Kendra spoke briefly on the counselling services offered by his organisation in Bangalore. It was hoped that Dr. Chandrashekar Nayak, Deputy Joint Director of the AIDS Cell in Karnataka would present the role of the State Government. Unfortunately he was unable to come; besides the participants were meeting him the next day for discussions.

"ASPECTS OF HIV/AIDS OUTSIDE THE HEALTH SECTOR"

This session was kept for the afternoon. Four speakers from various disciplines dealt with the following.

Psychosocial aspects

- Dr. Rajaram
Professor
Dept of Sociology
NIMHANS

Legal aspects

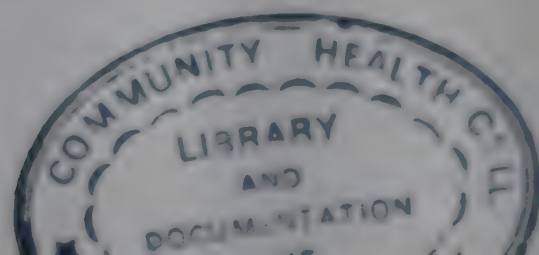
- Ms. Geetha Devi Ayappa
Advocate

Ethical aspects

- Ms. Reddamma Raju
Associate Professor/CNO
NIMHANS

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Economic aspects

- Mr. Ajit Mani
Inhouse Marketing
Consultant
Sistas India (Pvt) Ltd

These presentations were made as a panel discussion. Mr. Ajit Mani felt he was not confident to speak on the economic aspects and preferred to deal with the marketing problems of condoms.

FILM: During the lunch break "The Scourge" was screened.

EVALUATION

Session I Basic Information on HIV/AIDS

1. Although this was the core topic it was rushed. More time should have been devoted to this.
2. Interaction should have been encouraged during the talk, rather than at the end.
3. Answers were not satisfactory and medical facts should have been explained properly along with case studies and examples.

Session 2. - Transmission and Prevention

1. It was very hasty and went unnoticed.
2. Very little information was conveyed.
3. What was given did not enhance existing knowledge.

Session 3. - Counselling

1. The speaker concentrated more on the lack of counselling and the positive aspects of counselling were not given. It was sketchy.

2. Some basic tips on counselling should have been given since there are times when one has to deal with an HIV infected person.

Can copies of information shown on the OHP be supplied to participants? (This was done the next day).

Organisational fight against AIDS

1. The session was vague.

2. Coverage was inadequate.

3. Flow chart of the organisations should have been given for better understanding.

4. A very important topic was poorly dealt with. Even abbreviations like GPA and NACO were not expanded.

5. All doubts were not cleared.

6. Questions should have been answered then and there.

The Scourge

The film was not completely satisfactory and it was misleading. However, some thought it was a good film which conveyed the message.

Aspects of HIV/AIDS outside the health sector

Speakers were not prepared.

social aspects

1. Not satisfactory
2. Information inadequate

Legal and Ethical

1. Speakers were not up to expectations
2. The legal expert made some misleading statements.

Economic

1. It was not at all covered and presentation was out of context but interesting
2. Speakers names and background should have been printed and given before-hand.

Participants felt the following information was needed.

1. tips on counselling
2. transmission and prevention
3. organisations
4. economic aspects

(These were done the next day)

Group discussion presented by Ms. Maya Chandran

THURSDAY SEPTEMBER 2ND, 1993

The first session dealt with participants requirements from the previous day. This took the full morning.

Film Karate Kid in English was screened during the lunch break.

Afternoon

All the participants, Dr. Baltes, Mr. Martin, Dr. Chowdhury and INSA Staff went to the State AIDS Cell to meet with the Deputy Joint Director, Dr. Chandrashekar Nayak for discussions and to know what was being done at the State level; participants asked questions such as.

1. What was being done at the state level?
2. What help/assistance could they receive for programmes they implemented?
3. Who did they have to contact for help at the Directorate?
4. Why was the government so slow to act?
5. Have the doctors been trained in counselling?
6. How many cases are there in Karnataka?
7. Is pre-test counselling being done?
8. When collecting blood samples are they informed of HIV testing?
9. You say that 2,8,900 were screened, if so were these from a high risk behaviour group?
10. What are all the ways of informing the public that is used by the government?

And so on a total of 44 questions were asked all of which Dr. Chandrashekar Nayak patiently answered. The participants were impressed with the information they received at the AIDS Cell.

EVALUATION

Participants were pleased with the morning session since it cleared many of their doubts. They were also very appreciative of the way Dr. Nayak handled all their questions when they visited the AIDS Cell.

All liked the film Karate Kid, and thought it was a good one to use for AIDS Prevention Education. Everyone found the film enjoyable.

Group discussion presented by Mr.B.K.A.N. Singh

FRIDAY SEPTEMBER 3RD, 1993

The last day was devoted to Role-plays to practice some of the skills developed during the Workshop. A total of 4 role plays were presented by the groups and discussed. The co-ordinator for this was Dr. Baltes.

Role-plays presented were:

1. Approach and speak to workers about AIDS prevention.
2. Report this 5 day Workshop at a staff meeting and pass on the AIDS prevention information at this meeting.
3. Discuss AIDS and its prevention with your husband.
4. Approach your fiancé with AIDS and its prevention information.
5. Pass on the AIDS prevention information to your hostel students.

CRITIQUE OF ROLE-PLAYS

Role play I

The setting for the first role-play was a worker's canteen, and the suggestions made were :

- you cannot talk in a canteen setting.
- ask the group you intend to address to give a proper date and place for the meeting.
- the presenter needs to have the group organised to talk.
- use key words at times.
- don't take a request to share your Workshop experiences seriously in such a setting, instead ask them to meet you over the week-end when you would be prepared to share.

Role play II

Here the setting was a formal staff meeting and the suggestions made were :

- when there is a staff meeting an agenda needs to be made.
- the speaker/presenter must distribute a two page detailed report on the talk he plans to give at the meeting.
- the speaker could request for a separate date and time to explain his mission.

Role Play III

The setting was a hassled husband who had come home and had to cope with the children and chores in the house while his wife was attending a meeting on AIDS. He was in no mood to listen to her.

- create a setting with the partner where both are relaxed and can listen to each other.
- don't call a 3rd party in at first (Here the wife called the children to come and listen to her talk on AIDS).
- calm down, think about what you learnt, read your file and don't talk about the Workshop immediately. (the person had rushed into the home and was eager to share what she had gained at the Workshop).
- before talking to the family about AIDS prepare them first so that they want to listen.
- adopt the right vocabulary, and go step by step.

Role play IV

The man is impatiently waiting for his fiancée to arrive at a restaurant. She is late since she was attending a talk on AIDS. When she arrives, he is annoyed at being kept waiting but she goes ahead and shares what she heard at the talk.

- never try to bring up such a subject when the guy is in a bad mood.
- instead invite him to a meal where everything is prepared and the meal has been enjoyable - then bring up the topic of AIDS.
- have everything set before talking.
- present the subject step by step.
- have the person in a good mood before talking about AIDS.

Role play V

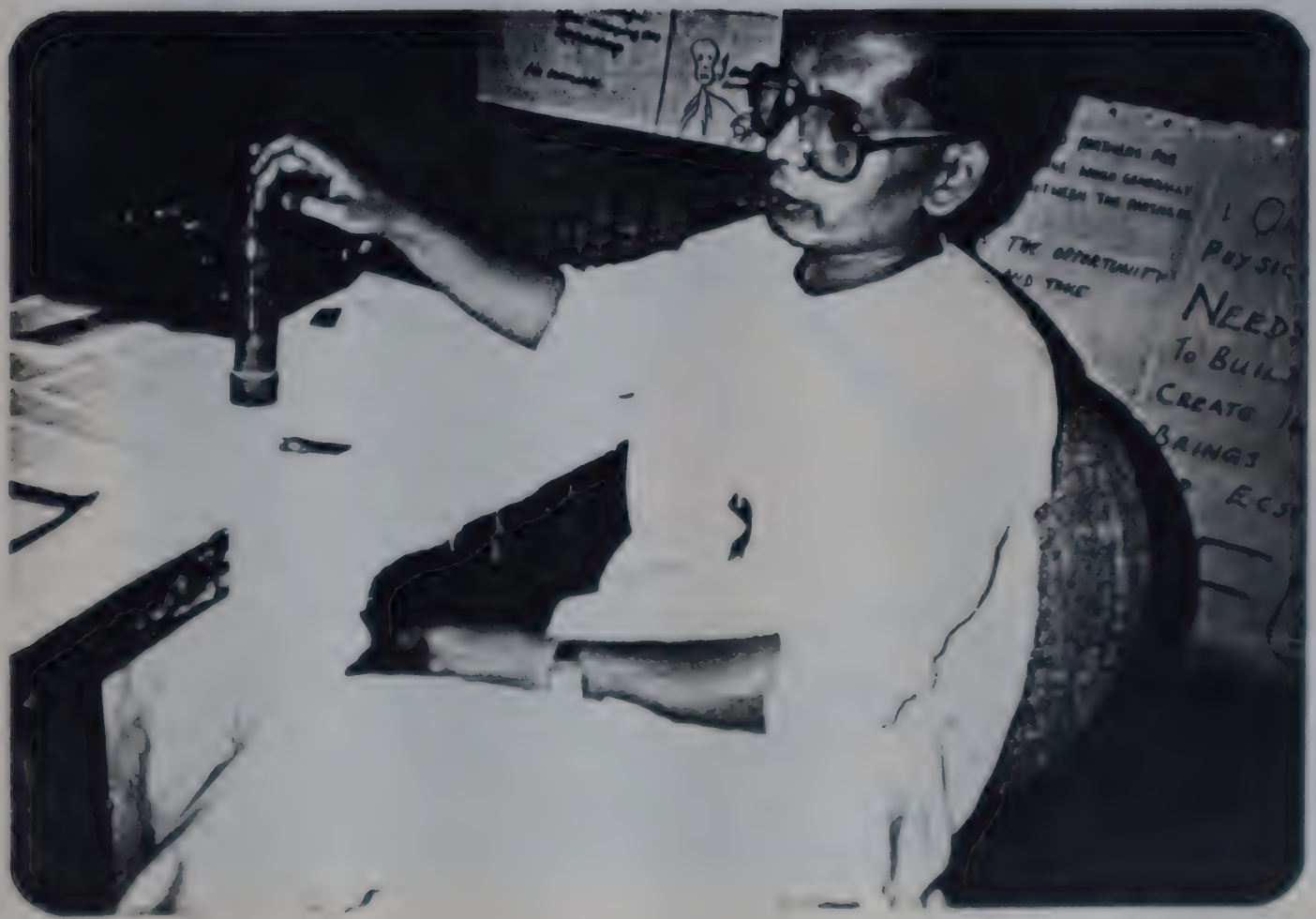
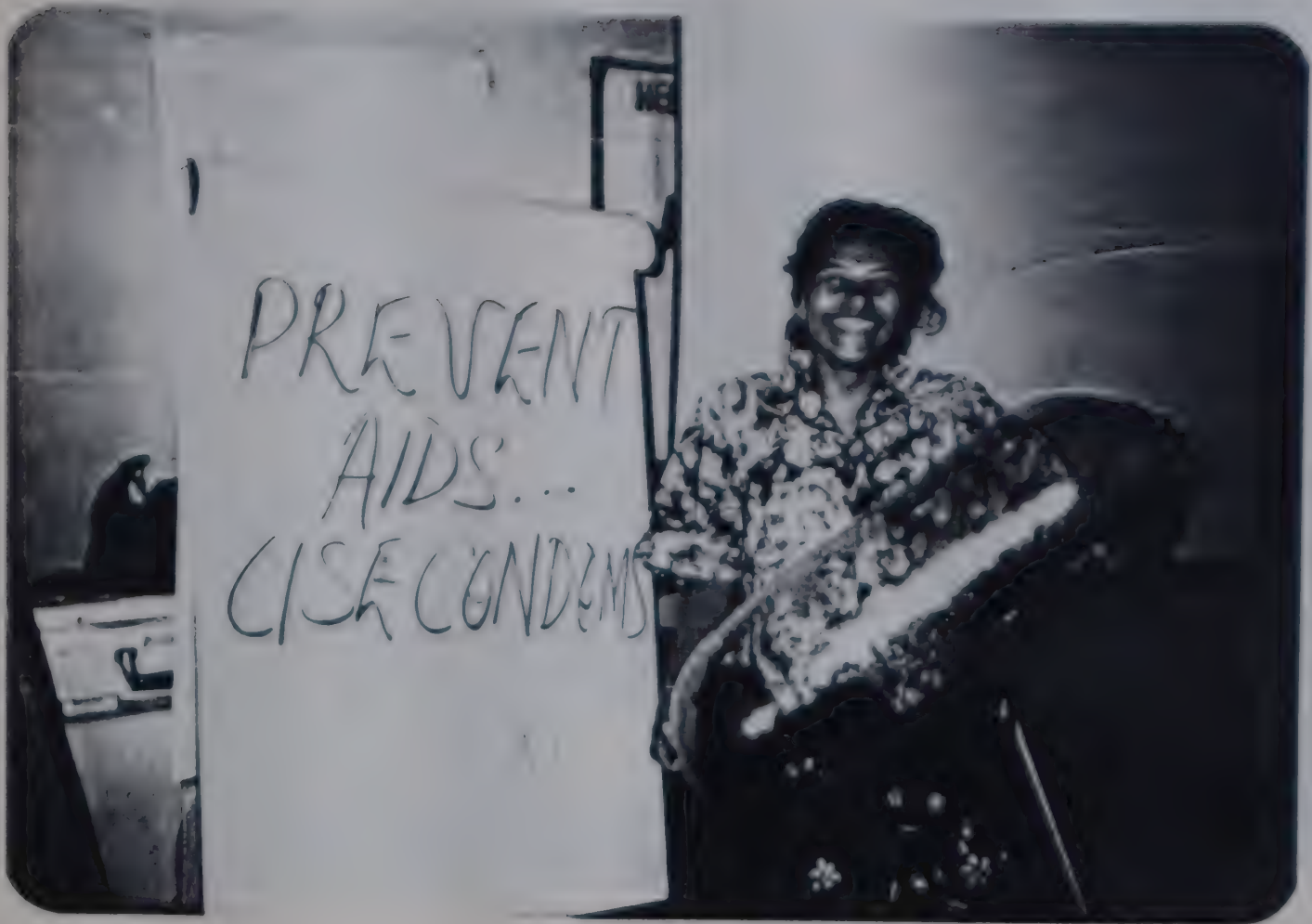
The hostel warden calls all her students together to talk to them about AIDS and asks if any of them have questions.

Suggestions:

- place a question box in the hostel and have them put their questions in. The answers can be pinned to a cork board once a week.
- keep a file with latest information in the hostel library or reading room.

S O L I D A R I T Y S T A T E M E N T

We the participants of the Workshop on
"AIDS AND THE WORKPLACE" declare our
solidarity to the Cause of HIV/AIDS
prevention by providing the trainees,
staff, workers and members of their
families at our respective organisations
with sufficient updated information on
the "Pandamea" and also ways and
measures to protect oneself from
HIV/AIDS and accept and assist those who
are already infected.





Use of condoms being one of the major modes of preventing the spread of HIV, an entire session on step-by-step proper use of condoms was demonstrated by Dr. Shankar Chowdhury. During the rest of the morning, each participant practised the use of condoms and finally played condom games. This session helped participants loosen up and shed inhibitions related to condom usage.

Afternoon Session :

Each group discussed and formed their plans to implement on returning. These were discussed with the entire group the plans as follows.

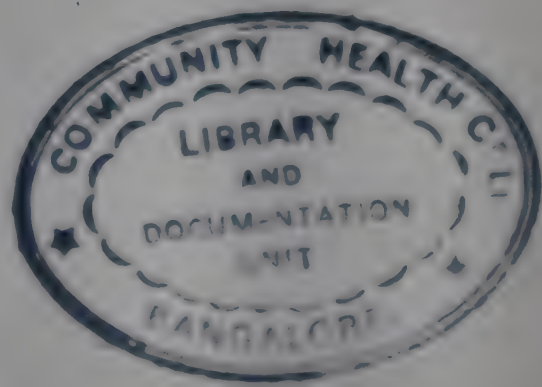
NTTF/NEC - ACTION PLAN

Consolidated points

1. Prepare report about Workshop and submit to the higher authority.
2. Give presentation in the staff meeting about Workshop.
3. Training the students in this field by taking classes during September to December with teaching aids.
4. Visiting all other NTTF training centres and give training.
5. Conducting worker's education programme about this topic for workers.
6. Observing WORLD AIDS DAY on December 1st.
7. Getting approval for solidarity statement.
8. Displaying all posters about prevention of AIDS in hostel, reading room etc.
9. Arranging a lecture by one of the resource persons from INSA during December.

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ISMT - PLAN OF ACTION

1. Tour report and proposal for a staff meeting and students meeting.
2. Organising staff meeting on AIDS Awareness.
3. Organising meeting with the students.
4. Distribution of posters and stickers.
5. Attempt for solidarity report.

Mr. Sourav Kumar, Scientist

CSRTI/ICTRETS, MYSORE

Action plan for the period September - December 1993

1. Preparation and submission of the report by 10th of Sept 1993.
2. Programme for the trainees of 5 courses with the help of resource persons from INSA by October last week 1993.
3. For staff by November last week 1993.
4. For workers by December 1993.
5. Communications with NITF and IIS September to December 1994.
6. Procurement of publicity material from INSA, AIDS Cell etc by December 1994.
7. Approval for the solidarity statement by February 1994.

1. Display posters, and paste stickers all over the IIS Gymkhana, Hostel, Messes, Cafeteria and Bank (Student age group 20 to 30) as it is vibration week.

(After a week ie 10th Sept or so).

2. Arrange for a lecture cum discussion about HIV/AIDS Workshop.

3. Getting feedback on lecture programme.

4. Discussion regarding solidarity statement with the Head of the Department.

5. All the material supplied /books/handouts - bound and kept in CEDT library.

6. Will collect stickers from INSA prior to World AIDS Day . World AIDS Day Decmber 1st will be observed by display of stickers all over IIS.

FINAL EVALUATION

- All felt the Workshop was useful and they had gained a great deal.

- All were satisfied with the arrangements and the food served at Hotel Harsha.

- Participants were confident to promote AIDS prevention messages when they returned.

CLOSING SESSION

Mr. Bevin Thomas from NEC, Bangalore thanked SDC, INSA/India and Dr. Shankar Chowdhury on behalf of all the participants and presented each one with a gift. Dr. Baltes, Mr. Martin, Dr. Chowdhury and Mrs. De Magry in turn thanked the participants and wished them success with the implementation of their plans.

PRE AND POST EVALUATION

All participants were expected to answer a pre and post evaluation questionnaire. The results are as follows.

PRE EVALUATION

POST EVALUATION

Questions	Correct	Wrong	Don't Know	Correct	Wrong	Don't Know
1. Human Immunodeficiency Virus causes AIDS.	13	1		12	1	
2. An HIV infected person can look and feel healthy, but pass the infection on to others.	14			13		
3. The HIV infection is passed on from person to person mainly during sex.	13	1		11	1	1
4. The HIV infection is passed on through blood transfusion also.	11	2	1	13		
5. You can get AIDS by mosquito or bug bites.	11	3		13		
6. Sharing injection needles and syringes can pass on the HIV infection.	13	1		13		
7. Greeting friends with hugs and kisses can pass on the HIV infection.	9	5		13		

8. There are less chances of getting HIV infection if a good quality condom like Nirodh is used during sex.	14			12	1	
9. Oral pills like Mala-D can protect you from becoming infected with HIV during sex.	9	1	4	13		
10. AIDS can be cured with expensive treatment.	10	1	3	12		1
TOTAL	117	15	8	115	3	2

Post evaluation only 13 persons answered and one person handed in an unanswered form hence the score for this is based on 13. The pre test was answered by 14 participants.

Suggestions for greater impact from the Workshop from INSA/India.

- Have a one day Workshop with the directors of the organisation from where the participants came.
- Have a one day Workshop for participants who came for this Workshop to assess and evaluate what they have been able to do.
- Have a Workshop with directors and peer group trainers to plan together what needs to be done.
- SDC/Dr. Shankar Chowdhury should provide the participants with latest information in the form of a newsletter once in 4 months.

A P P E N D I C E S

APPENDIX 1.

A COPY OF THE PROPOSAL OF ACTION PLANS FOR HIV
PREVENTION DEVELOPED BY EACH OF THE PARTICIPATING
TRAINING CENTRES.

Proposal of a Action Plan for the prevention of HIV-Infections
in the International Center for Training and Research in Tropical

Sericulture

(ICTRETS)

HIV/AIDS has arrived in India and is spreading with a frightening speed. Optimistic estimations consider 1 Million HIV-infections within the country, pessimistic estimations talk about 4 Million. The reaction of the government to fight the pandemic started few years ago and a National AIDS Control Program was started. Unfortunately this program is still mainly active at the central level and did not reach yet the periphery, where the need of action is found now.

ICTRETS has as permanent staff 40 academics, 50 functional staff and 160 trainees per year from different states and countries. The objectives of ICTRETS are:

- * research on mulberry silk
- * postgraduate training of professionals from different states and countries

By having trainees from different states and countries and with the awareness of the HIV/AIDS problematic we consider it necessary to train the staff and the trainees for HIV prevention. Therefore the following Plan of Action is prepared.

General objective

To assist the National AIDS Control Authority (NACO) and State-level AIDS-Cell for the prevention of HIV/AIDS

Specific objectives

- 1 to create the capacity for HIV/AIDS prevention activities among the ICTRETS teaching staff
- 2 to improve knowledge about HIV/AIDS and the prevention through Information Education and Communication for the staff and the trainees of ICTRETS
- 3 to promote condoms for the prevention of HIV/AIDS
- 4 to develop in ICTRETS a statement of solidarity with HIV/AIDS infected persons

Activities

- | | |
|-------|---|
| for 1 | <ul style="list-style-type: none"> * training of <u>4</u> staff (Mr. N.B. Vijaya Prakash, Mr. Ch.S.N. Raju, Mis. K.J. Lakshmi, Mis. Geetha) members for the prevention of HIV/AIDS (4-5 days program) through experts on HIV/AIDS prevention and supply him with the needed material |
| for 2 | <ul style="list-style-type: none"> * sensitization of the staff and trainees of ICTRETS for HIV/AIDS-prevention during one of their regular staff meetings and at the beginning of their training course for trainees * evaluation of the level of information on HIV/AIDS before the start of the activities and after the sensitization (through a small questionnaire) |
| for 3 | <ul style="list-style-type: none"> * teaching of the proper use of condoms and provision of the first supply * information of staff and trainees of ICTRETS (above all of foreign trainees) where to get further supply |
| for 4 | <ul style="list-style-type: none"> * development and discussion of the statement of solidarity with HIV/AIDS infected persons 2 months after the training of the selected staff |

Training:

daily allowance:	4 X 200 X 5	Rs	4.000
travel cost	4 X 280	Rs	1.120
teaching material	fixed contribution 4 X 500	Rs	2.000
TOTAL		Rs	<u>7.120</u>

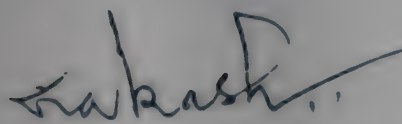
First condom supply free (Health Center)

Evaluation

The activity will be assisted by an expert of the All India Institute of Medical Sciences (AIIMS) who will visit the Institute three times a year.

The activity should undergo yearly evaluation by the following indicators:

- * number of presentations given in relation to the planned numbers
- * level of information indicated by the Questionnaires (target: over 95% correct answers)
- * knowledge of possible condom supply (part of the questionnaire: target over 95% correct answers)
- * existence of the expected statement of solidarity with HIV/AIDS infected persons



Mr. N.B. Vijaya Prakash
Joint Director (Training) ICTRETS



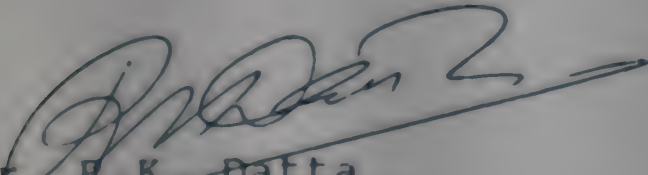
Mr. Ch.S.N. Raju
Sen. Res. Off. ICTRETS



Mrs. Geetha
Sen. Res. Ass. ICTRETS



Dr. R. Baltes
Consultant SDC



Dr. R.K. Datta
Director ICTRETS

APPENDIX 2.

PARTICIPANTS:

1. Mr. B.K. Thomas, Deputy Manager NEC
2. Ms. Mary Thomas, Lady Warden NEC
3. Ms. Shyamala Deshpande, Asst Pers Officer NEC
4. Mr. Sourav Kumar, Scientist ISMT
5. Mr. M.N. Raghavan, Manager Admin NTTF
6. Ms. G.S. Kalpana, Asst. Training Off. NTTF
7. Mr. S. Mahalingam, Instructor NTTF
8. Mr. Mohd. Hidayathulla NTTF
9. Mr. Shankar Narayan, NTTF
10. Mr. N.B. Vijaya Prakash, Jt. Director Trng.
ICTRETS
11. Mr. Ch. S.N. Raju, Sen Res. Off. ICTRETS
12. Miss. K.J. Lakshmi ICTRETS
13. Miss. Geetha, Sen. Res. Ass. ICTRETS
14. Ms. Saraswathi Dinakar, Staff Member CEDT
15. Mr. B.K.A.N Singh, Staff Member CEDT

OBSERVER/PARTICIPANT:

16. Ms. Maya Chandran, Production Executive
Celluloid Communications

RESOURCE PERSONS:

17. Dr. Raphael Baltes, AIDS Expert SDC, Switzerland
18. Mr. Jaques Martin SDC, Switzerland
19. Dr. Shankar Chowdhury NGO/AIDS Cell
20. Dr. Carlos Welch, Director Mana Vikas Kendra,
Counselling Centre
21. Ms. Geetha Devi Ayappa, Advocate
22. Dr. Rajaram, Professor/Sociology, NIMHANS
23. Mrs. Reddamma Raju, Asst Professor/CNO, NIMHANS
24. Mr. Ajit Mani, In-House Marketing Consultant
SISTA's Advertising Co.

ORGANISERS/RESOURCE PERSONS:

25. Ms. Sujatha de Magry, Programme Director,
INSA/India
26. Ms. Edwina Pereira, Asst. Programme Director,
INSA/India
27. Ms. Geetha Menezes, Faculty, INSA/India
28. Mr. Bhagavandas .M, Faculty, INSA/India
29. Ms. Tina King, Secretary, INSA/India

APPENDIX 3.

REVISED TIME TABLE OF THE WORKSHOP

ON

"AIDS AND THE WORKPLACE"

DATE	DAY	TIME	CONTENTS	FACILITATOR
PERSONAL INTRODUCTION				
30.8.93	Monday	1400-1430h	Opening of the Seminar	Sujatha de Magry
		1430-1530h	Introduction of the Programme and participants.	Urs. Heierli
		1530-1600h	Tea Break	Dr. Baltes
		1600-1700h	Participants' draw	Participants
			-ing personal sheet	
		1700-1800h	Self introduction using personal sheet	Participants
SEXUALITY				
31.8.93	Tuesday	0930-0945h	Introductions (contd) & Name play	Participants
		0945-1030h	Clarifying Workshop objectives	
		1030-1045h	Tea Break	
		1045-1230h	Definition of Sexuality groupwork	Sujatha de Magry
		1230-1330h	Lunch Break	
		1330-1400h	Group Work	Shankar Chowdhury
		1400-1415h	Tea Break	
		1415-1500h	Group Work	Dr. Baltes
		1500-1530h	Evaluation of the day & further discussion.	

KNOWLEDGE ABOUT HIV/AIDS

01.9.93	Wed'day	0900-1030h	Basic facts about HIV/AIDS	Edwina Pereira
			Ways of transmission	Edwina Pereira
			Ways of Prevention	Dr. Baltes
			Counselling & testing	Shankar Chowdhury
		1030-1045h	Tea Break	
		1045-1230h	Organisations involved in the fight against HIV/AIDS	Dr. Carlos Welch Dr. Baltes
		1230-1330h	Lunch	
		1330-1500h	Aspects of HIV/AIDS outside the health sector:	
			Social aspects	Dr. Rajaram
			Legal aspects	Ms. Geetha Devi Ayappa
			Ethical aspects	Ms. Reddappa Raju
			Economic aspects	Mr. Ajit Mani
		1500-1515h	Tea Break	
		1515-1730h	Evaluation of the day and further discussions.	

REVISION & PRACTICAL EXERCISES

02.9.93	Thursday	0900-1030h	Summary cause, spread & prevention of HIV/AIDS	Dr. Baltes Shankar Chowdhury
		1030-1045h	Tea Break	
		1045-1145h	An Introduction to counselling	Shankar Chowdhury
		1145-1200h	The set up of NACO	"
		1200-1230h	Preparing role play scenario	Dr. Baltes
		1230-1330h	Lunch Break	
		1330-1445h	Economic aspects of HIV/AIDS	Dr. Baltes
		1445-1500h	Tea Break	
		1500-1600h	Visit to AIDS Cell, Karnataka	
			Discussions at AIDS Cell	Dr. Chandrashekar Nayak
		1630-1730h	Evaluation of the day	Participants

PROPOSAL PLANNING & EVALUATION

03.9.93	Friday	0900-1030h	Role plays by participants	Dr. Baltes
		1030-1045h	Tea Break	
		1045-1130h	Preparation of Solidarity Statement	Participants
		1130-1230h	Condom demonstration	Shankar Chowdhury
		1230-1330h	Lunch	
		1330-1430h	Preparing future plans	Participants
		1430-1530h	Post evaluation Evaluation of the day	Sujatha de Magry Participants
		1530-1545h	Tea Break	
		1545-1700h	Closing of the Workshop.	

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INAUGURAL SPEECH BY DR. URS HEIERLI

Ladies and Gentlemen,

I am very happy to inaugurate this SDC-INSA Workshop on AIDS and to see all the SDC-supported training institutes represented here.

It is a little bit more than a year ago that I became sensitive to the dangers of AIDS in India. At that time, one had heard a lot about AIDS in Africa, but the discussion in India had only started. It was still mostly perceived as a disease which was imported to India., a disease of homosexuals in San Francisco. Not long ago, the official position of the Indian government was the following : we do not have AIDS in India, the only way to get it is through foreigners. That is why the immigration asks foreign students - till today - to bring along an AIDS test.

The fact that the time bomb is already inside India, everywhere and spreading fast, this came to light only a few months ago. "Seminar" published a special issue on AIDS, "India Today" had a cover story, an international AIDS congress took place in Delhi and a film was produced by Nalini Singh.

When Dr. Baltes came for the first time in March of this year, I visited all the SDC-supported training schools with him. The directors had all studied my preliminary documentation and showed keen interest in the concept of prevention within the premises of their respective training institutes. SDC will not and cannot support a general AIDS prevention programme in India, but it is possible to do the needful in cooperation with our partners, especially in all the training institutes which we are supporting. Training institutes are "multiplier institutions": They spread the right - or the wrong information - through their students and teachers. If the students have been sensitised about AIDS and know how to protect themselves, this knowledge will also be passed on within their peer group. This is the idea behind this Workshop, and I am sure that Dr. Baltes will give you more information about all this.

I would like to welcome my colleague Jacques Martin, who has come from Bern to attend this Workshop. He is in charge of the Human Resources Service of SDC in Bern, and it is he who launched this AIDS prevention programme within SDC. He started making us aware - and unavoidably also got on our nerves - by preaching about the dangers of AIDS, by distributing condoms in conferences, because we would all have rather liked to avoid being confronted with this topic. Jacques Martin was co-ordinator of SDC in Indonesia and in Rwanda. It was in Rwanda that he got a shock therapy about AIDS: Rwanda is "simply" five to ten years ahead of India. He once told me that death was present everywhere and all the time : there was nobody in the office or among the project staff who had not lost a relative through AIDS. This was more than 4 years ago. I am very glad that Jacques has come to attend this Workshop and I would like to welcome him very warmly.

Dr. Baltes, I don't have to introduce. He is already very present and you will get to know him during this week. Dr. Shankar Chowdhury has come from Delhi for this Workshop; he is a doctor from the All India Institute of Medicine and he is responsible there for the NGO-AIDS Cell; he also works for UNESCO in the field of AIDS prevention; he has been teaching sex education in schools and universities. Before everything else, however, he was and is an AIDS counsellor and, both as a doctor and as a person, has given advice to AIDS patients and to HIV infected people.

Finally, we have asked INSA to organise this Workshop. As an NGO, INSA is specialised in the training of trainers in health aspects; in schools and in NGOs. We do not believe in preaching as foreigners and we wanted a local organisation to be associated with this programme and with this Workshop. I must admit that we feel proud to have identified INSA and we are grateful for their contribution in organising this Workshop.

When I first asked all the directors of the training institutes whether they were interested in receiving Dr. Baltes, our AIDS specialist from Bern, the general attitude was: "Yes, please, we shall assemble all the students and teachers, and let this Swiss doctor talk about AIDS and about sexuality. That would be much better than to do it ourselves." Dr. Baltes always bluntly refused this, and even I had difficulties to understand why. Only after hearing him several times, I understood his reasoning: "It is pointless to give a one-time message to students and then go away". First, only half of the information would be understood; secondly, even the most shocking information - like the advertisement I saw in Goa, recently : "AIDS is a deadly disease - be aware!" - does not change attitudes.

No, AIDS will not go away after one speech: it will remain among all of us as a problem, we all must learn how to talk about it, how to talk about sex, how to talk about prevention, and how to extend solidarity to HIV-infected persons. This is a big challenge for all of you, and I can understand that you may feel a little bit uneasy. You will see, at the end of this Workshop, that it is much easier and liberating than you thought. You will become thoroughly equipped to talk about sex and AIDS in the course of the coming days. I would like to express my sincere thanks and admiration to all the participants for their sense of responsibility and for their courage to talk about a topic, many of your colleagues are afraid of.

Bangalore, August 30th, 1993

Urs Heierli

Report compiled and prepared for the Swiss
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